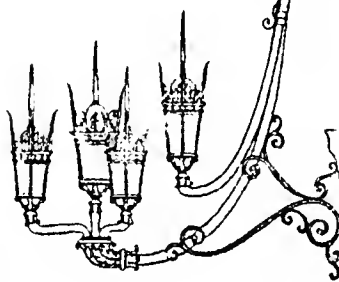


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JOB EXPECTATIONS AND OPPORTUNITIES
OF ASIAN AMERICAN CLIENTS

Tom Lun-nap Chung, Ph. D.

Sponsored by:

Chinatown/South Cove Neighborhood Council

Participating Agencies:

Chinese American Civic Association
Chinese Consolidated Benevolent Association
Chinese Economic Development Council
Quincy School Community Council
South Cove Community Health Center
South Cove Y. M. C. A.

Funded by:

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EXECUTIVE SUMMARY

Amidst a booming economy in Boston and Massachusetts, human service agencies in Chinatown are coping with an increasing demand of employment services from Asian immigrants. A three-part study was conducted to provide a more comprehensive view of this phenomenon: a survey to document clients' job experience and expectations; a quantitative analysis of job openings advertised through community newspapers; and an attempt to identify better opportunities for these Asian Americans based on their characteristics, the current employment patterns and job projections. This study provides information for the human service section of the Boston Chinatown community plan.

There are 211 respondents to a mailing questionnaire, out of a random sample of 671, representing 2,015 clients who have come to Chinatown for employment related services in the last three years. Almost half of these clients live outside of Chinatown and its adjacent areas, including 18.5% who live outside of Boston. Of all these clients, 99% were born abroad and half arrived within the last three years. Over three quarters of these clients are looking for job or are looking for a new job. Their formal education is low by Boston standards. Many of them are also in need of skill training and/or child care services. While fewer than 10% of these clients claim proficiency in English, 95% of them are willing to work with a non-Asian employer. They are young. Many of them do not mind working odd hours. They expect a modest salary plus health insurance, and are eager to work downtown or in places with convenient transportation.

Jobs advertised through community newspapers are mainly traditional in nature. While being more ready to absorb immigrants, traditional industries offer low income and little upward mobility. Many immigrants are shifting from their informal network to formal agencies in their pursuit of a new job.

Outside of the traditional sector, as documented by labor statistics, there is a gross under-representation of Asians in government and public utility agencies, as well as in craftsman, construction, and other labor jobs. Even the present job market continues to grow, Asians will not be benefited unless the unfavorable hiring pattern is changed and the pre- and on-the-job training programs are improved and increased.

ACKNOWLEDGEMENT

The success of a community study depends on the support of both the leaders and community members. This is the first study on Boston Chinatown which is blessed with both. The high survey response rate has broken the myth that Asian Americans are generally apathetic. Special gratitude is due to the respondents. Meanwhile, a truly scientific sampling frame could not have been constructed without the agencies making their client lists available. The mutual trust, respect, and wisdom of the agency heads have facilitated the professionalization of human service planning for the community.

Many of the agency heads have personally participated in the Job-Training Sub-Committee which oversees the operation of this study. They are Mr. Chau-ming Lee (Chairman), Executive Director of the Chinese American Civic Association; Mr. Yuk Sung, Executive Director of the Chinese Economic Development Council; Mr. Richard Chin, Executive Director of the South Cove YMCA; Mr. Lawland Long, Executive Director and Mr. Steve Yee, Member of the Board of Directors of Quincy School Community Council. Over a dozen agency staff members have also provided help. Employment service program directors Ms. Liz Wing of the Chinese Consolidated Benevolent Association, Mr. Mark Sweikhart of the Chinese American Civic Association, and Mr. David Elliot of Chinatown Occupational Training Center, are also on the Sub-Committee and have made valuable suggestions.

The two bright Executive Directors of the Chinatown/South Cove Neighborhood Council, Ms. Marilyn Lee-Tom (past) and Ms. Tarry Hum, have done an outstanding job in coordinating the master plan preparation for the community.

Community newspapers have been very supportive. They provided excellent coverage which was a major factor for the high response rate of the survey. I am also grateful to Ms. Stella Kam, manager of Centre Daily, who lent their newspaper collection for the study.

Staff members at the Boston Redevelopment Authority, the Mayor's Office of Jobs And Community Services, and the Division of Employment Security, the Massachusetts Executive Office of Economic Affairs, were very responsive in supplying job projection information.

A great deal of the routine work of this study was actually carried out by my two diligent research assistants, Ms. Leslie Kuo and Mr. Larry Chung. Mr. Namh Vu and Mr. Hing Chau provided me with an invaluable link to the Vietnamese respondents. Ms. Sau Lan Ngo spent extra hours in laying out the Chinese version of the questionnaire. Ms. Joyce Ho designed the figures. Dr. Steve Lai helped me generously in computer operation. Without their help, the study would not have been completed on schedule.

Finally, thanks to my family for their understanding of all the time I needed for this study.

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I. INTRODUCTION

Amidst a booming economy and a shortage of labor in the City of Boston and the State of Massachusetts, human service agencies in Chinatown are coping with an increasing demand of employment service from Asian Americans. On one hand, the labor shortage has already promoted the hiring of not only the handicapped and the retired, but also increasingly the 14- and 15-year-olds. The detrimental effect of having youths work at an early age is causing concern (Boston Globe Editorial, Oct. 13, 1987). On the other hand, hundreds of Asian Americans between 17 and 54 years old are frustrated over the lack of employment opportunities. What is occurring? Who are these Asian Americans? What prevents them from getting jobs? Are they not getting help from the job training and referral programs?

These are some of the questions shared by major Chinatown human service agencies who are participating in the master plan project jointly sponsored by the Chinatown/South Cove Neighborhood Council (CNC) and the Boston Redevelopment Authority (BRA). These agencies include the Chinese American Civic Association (CACA), the Chinese Consolidated Benevolent Association (CCBA), the Chinese Economic Development Council (CEDC), the South Cove YMCA, Quincy School Community Council

(QSCC), and the South Cove Community Health Center (SCCHC). As a first step, the CNC hired research consultant Tom Lun-nap Chung, Ph. D., to conduct a scientific survey on the job potential and expectation of Asian Americans who use the services offered by these agencies. The study was funded by the Job Training Trust. Daily operation was overseen by the Job Training Sub-committee which is composed of the Executive Directors and program directors of these agencies. The CNC is working in collaboration with the Boston Redevelopment Authority (BRA) on four other related surveys.

II. METHODOLOGY

This study has three components: a survey on Asian Americans' job experience and expectations; an exploration of employment opportunities through formal community channels; and an attempt to identify better opportunities for the Asian Americans based on their characteristics, current employment pattern, and government job projections.

There was lengthy discussion on the selection of the target population. Do we want to study only those who live in Chinatown? Do we want to exclude those who are employed? For the purpose of a probability survey, the definition of "the Asian community" is not easy to operationalize in the geographic or cultural sense. The fact that the Asian population was seriously undercounted in the 1980 U.S. Census is widely recognized. Chinatown was too small to be distinguished in that Federal effort. The BRA also found that "the boundary of Chinatown does not conform to any geographic units in available data bases" (1). In order to construct a profile of Chinatown, the BRA recently opted to represent it with Census Tract 702 for "a reasonable approximation". Yet in the 1980 Census, Tract 702 contained 20% non-Asians. Tract 702 also does not cover, for instance, the following streets where housing projects with high Chinese resident ratio were built: Oxford Street and Essex Street (Tract 701), Stuart Street (Tract 703), Castle Court and

Emerald Court (Track 704). Even if a physical boundary is agreeable, a serious sampling frame is not readily available. There has been heavy population movement since the last Census which took place eight years ago. The time and resources required for the construction of a sampling frame from almost scratch are simply not there. The definition of community in the geographic sense was also rejected on theoretical considerations. While the objective is to study their employment situation, on a daily basis, many Asians commute in and out of Chinatown for employment

The Asian community in the cultural or ethnic sense is also hard to operationalize. There is no inclusive membership listing. Picking out Asian surnames from a telephone directory will certainly result in undercounting. Some Asians do not want to have their names listed publicly. Others share a phone. Still others do not even have a phone. Such a measure will also include many of those who do not go to Chinatown for employment services.

The target population which carries theoretical significance and is operationally sound is one that is composed of clients who have used or could use the employment services offered by Chinatown agencies. People who are currently employed are not excluded due to the recognition of the prevalence of underemployment. Accordingly, anyone who has come

for job training, referral, counseling, language class, refugee or new immigrant services within the last three years dated back from June 1987 is included. However, Asians who do not come to Chinatown for such services are not represented.

A master list was compiled to eliminate duplication of names resulted from clients who attended more than one program. Out of 2,015 unduplicated names, 671 were selected on a systematic random basis. As the addresses of 59 of these names were missing, 612 questionnaires were mailed out. A telephone follow-up was conducted, and questionnaires were sent out again to clients who did not receive or had lost it. At least 121 cases were lost due to wrong or outdated addresses. From the remaining 491 questionnaires, 220 were returned. Nine questionnaires were disqualified due to duplication (one respondent filled out both a Chinese and a Vietnamese version of the questionnaire), receipt after data processing completed, or too many questions left unanswered. A total of 211 questionnaires was used for analysis. The response rate of 31.5% of the original sample size is quite satisfactory, considering the nature of the mail questionnaire method and the high mobility rate. The response rate would be at least 43.0% (n=491) if those without correct addresses were excluded. Among the questionnaires returned, there are some with unanswered items. Questionnaires with missing information were removed from calculation for those respective items. For every

percentage presented, the number of respondents to that particular question is indicated.

The questionnaire integrated suggestions by the sub-committee members and the direct service staff. A Chinese, a Vietnamese, and an English version of the questionnaire were forwarded to the respondents if there was no lead as to which language they preferred. All versions were pretested. For those who do not read any of these languages, a brief note was printed at the top of the cover letter, requesting that the person reading it assist the respondent fill out the questionnaire or contact us. No one contacted us though there were illiterate respondents. The cover letter informed respondents of the objectives of the survey; their right not to respond without any negative response from participating agencies; and confidentiality of the information given.

The exploration of employment opportunities through formal channels in the community is based mainly on an attempt to quantify recent job advertisements in community newspapers. Job vacancy lists received by Chinatown agencies were also reviewed but served only as a frame of reference. These lists were not gathered or filed in a systematic way. The quantification of newspaper advertisements had many limitations. To comply with equal employment opportunity regulations, job listings even in community newspapers do not state whether they are specifically

targeted to Asian Americans. Moreover, most of these listings are so brief that even important items such as wage and position are often left out. Presumably a lot of items can be taken for granted as most of these jobs come from traditional employers. Skill specifications were made mainly under certain relatively unique situations. Remuneration tends to be highlighted only when it appears to be attractive. This practice also saves advertisement money and leaves room for later negotiation. During the data collection stage, coders were instructed to classify only those obvious items. Assumptions for analysis are made when appropriate. For instance, the salary information is assumed to be on the higher side, or it would not be publicized. Interpretation of the analysis of this kind of data, of course, has to be cautious. Figures should be perceived from a relative perspective rather than in absolute terms. Considering the prevalence of this kind of "incomplete information", a relatively large volume of advertisements needs to be collected to sustain a substantial amount of data for analysis. Four community newspapers were included. Three of them are Chinese daily papers: Centre Daily, Sing Tao Daily, and World Journal. All of their local employment advertisements which appeared on Saturday between March and June, 1987 were selected. The fourth one was Sampan, a bi-lingual bi-weekly. Employment advertisements in both of its versions were counted and no weighting was made.

Government job projections used included recent reports compiled by the BRA (Reference # 2 - 6) and DES (Division of Employment, Executive Office of Economic Affairs, Commonwealth of Massachusetts) (10 - 13). The figures most relevant to this study were derived from certain BRA tables with ethnicity breakdowns. They represent, however, the Asian Bostonian population at large. Moreover, as a small fraction in the citywide sample, the size of the Asian sub-sample (usually below 100 and further broken down into eight or more categories) seems to be so small that larger sampling error is likely. Nonetheless, these were the closest estimates available. For projection figures at the City level, the BRA composite rates were used. At the State level, DES published several reports in the last two years on selected occupational wages, as well as the job outlook up to 1995.

III. EMPLOYMENT POTENTIAL AND EXPECTATION

Interpretation of the survey findings is presented in the following five areas: demographic characteristics, work experience, work attitude and expectations, obstacles against job opportunities, and assessment of employment assistance. The sample size for the percentage calculated below is 211 unless otherwise specified. A complete list of frequency distribution of answers to each question is presented in Attachment A. Tables with statistically significant association (at least at the .05 level*) will be included when appropriate. Estimation of population proportion for selected variables are also presented, all at the 95% confidence level.

3.1 Demographic characteristics

3.1.1 Geographic Distribution

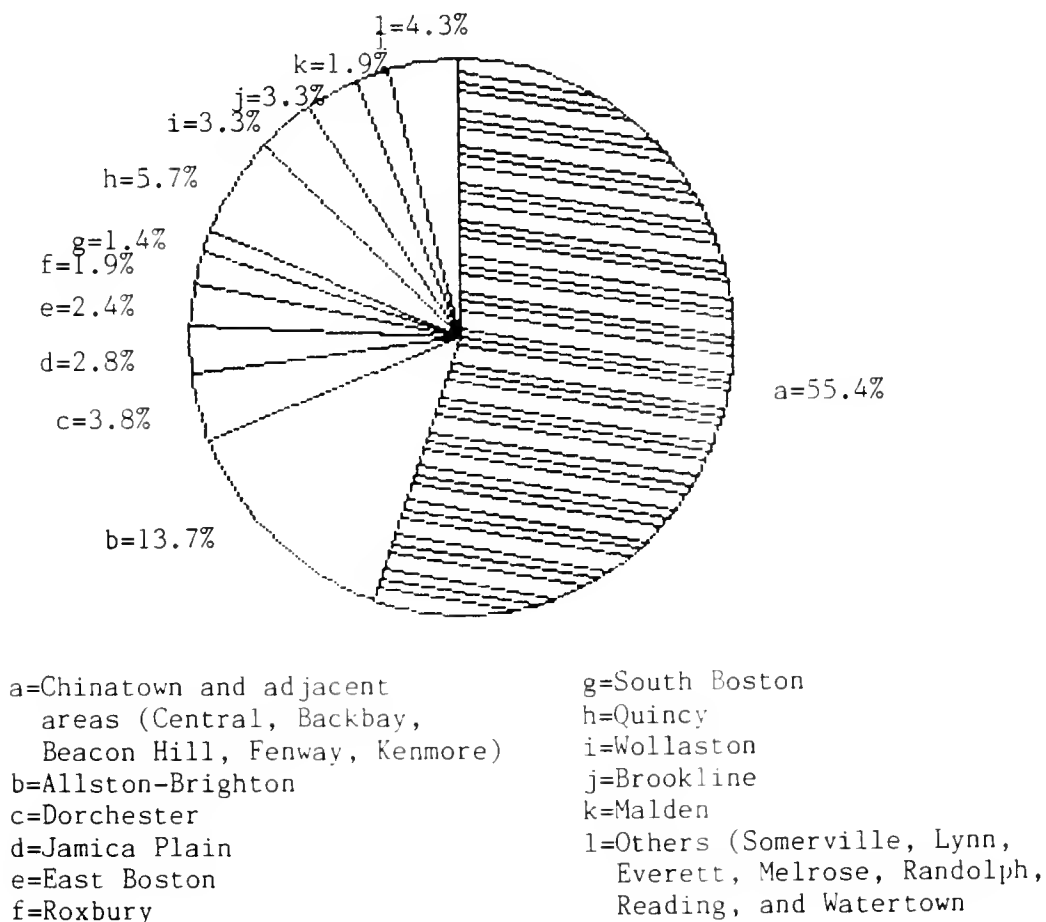
The zip code distribution shows that 55.4% of the clients live in Chinatown and adjacent areas: downtown, Back Bay, Beacon Hill, Fenway, and Kenmore (see Fig. 1 on next page). Allston-Brighton, with 13.7%, is the second largest settlement. The remaining areas of Boston proper combine for another 12.4%.

Almost one out of every five clients who uses Chinatown services lives outside of Boston (18.5%). Half of them (9.0%)

*For readers who are not yet familiar with the connotation, it means that there is only a smaller than 5% chance that the findings from the sample would be different from the population parameter.

reside in Quincy-Wallston. Brookline runs second (3.3%) among communities outside of Boston. The rest come from Malden, Somerville, Lynn, Everett, Melrose, Randolph, Reading, and Watertown.

FIG. 1: GEOGRAPHIC DISTRIBUTION



Of the original addresses, 12.8% are either outdated or

incorrect. This is mainly a result of the immigration process, as discovered during the telephone follow-up. As presented below, most of these respondents are immigrants. Many of them stayed with their relatives for a brief period upon their arrival. Some of them were reluctant or unable to write down a correct address.

3.1.2 Years in U.S. (Question No.42, Attachment A)

Ninety-nine percent (n=208) of the Asian Americans who go to Chinatown for employment services, English classes, refugee and/or new immigrant services within the last three years were born outside of the U.S. Almost half of them arrived within the last three years. Meanwhile, 29.3% came more than five years ago and are still seeking help.

3.1.3 Place of Origin (Q.44)

Ninety-nine percent of these clients originally came from Asia (n=205). About 90% of them are of Chinese descendents, including some who came from Vietnam. And about 90% of the Chinese came from the Province of Guangdong (Hong Kong and Toisan County included.) An implication is that, despite the diversity in dialects and lifestyle, most clients are familiar with the Cantonese dialect and culture (Canton being the capitol of Guangdong).

While only 7.3% respondents identify themselves as Vietnamese, some people from Vietnam were Guangdong emigrants,

and others stayed in Hong Kong for a while before coming to the U.S. In fact, 26.7% of those who say they came from Vietnam choose to answer the questionnaire in Chinese.

Respondents from Burma, Cambodia, Laos, Ethiopia, and the U.S., 4.5% in total, answer the English questionnaire.

3.1.4 Age-Sex Composition (Q.48 - 49)

The great majority of clients are in an active productive age: over 80% of them are between 21 to 40 years of age, and over 90% are between 15 to 54 (n=190). Women constitute more than 70% (n=207) of the whole sample. While women constitute a majority in all age groups, particularly those under the age of 45, the statistical association of age-sex tabulation is not significant (Table 1).

Table 1: Age-Sex Composition

	<26	26-35	36-45	46-55	>55	Total
Male	8 15.1(a) 22.2(b)	25 47.2(a) 29.1	7 13.2(a) 19.4	7 13.2(a) 41.2	6 11.3(a) 40.0	53 27.9(d)
Female	28 20.4 77.8(b)	61 44.5 70.9	29 21.2 80.6	10 7.3 58.8	9 6.6 60.0	137 72.1(d)
Total	36 19.0(c)	86 45.3(c)	36 19.0(c)	17 9.0(c)	15 7.9(c)	190 100.0

(insignificant at the 0.05 level)

Footnote: For all the tabulated figures presented in this report, (a) and (c) are row percentage; (b) and (d) are column percentage; they add up to 100% each.

3.1.5 Years in School (Q.45)

Seventy-five percent of the clients had some high school and 10% had at least some college education (n=200). Generally speaking their educational attainment is above the average in their original country, although below the Boston average (for a detailed comparison please see Section 5.1.3).

3.1.6 English Ability (Q.46 - 47)

No more than 10% of the clients claim to be proficient in English. In general, they think they can do better in reading/writing than in listening/talking.

3.1.7 Family Income (Q.50 - 51)

Despite the fact that 66.5% (n=189) of the clients had more than one family member that worked last year, 36.6% of them had a monthly family income below \$1,000 and only 20.7% earned \$1,600 or more (n=164).

3.2 Employment Experience

3.2.1 Field of Employment Before Immigration (Q.43)

Respondents engaged in all walks of life. Although Asian economies tend to have a large rural population, only 7.5% of these immigrants used to work in agriculture, forestry, fishing, or mining. The largest group, 38.6% in total, worked

in service industries which included finance/insurance/real estate, business/repair, health, education, restaurant (4.6% by itself), social service, entertainment, babysitting, and other personal services. Thirty percent of the clients were manufacturing employees. There were also 4.6% of the clients who engaged in trade, 3.4% in construction, 3.4% in public administration, 1.7% in transportation, 1.1% in communication or other public utilities, and 4.6% whose response was not classifiable. Students composed 5.2% of respondents (n=174).

3.2.2 Current Working Status (Q.1)

Among the respondents, 73.3% have a full-time job, 7.3% have either worked part-time or on an irregular basis last year, and 19.3% are unemployed (n=206).

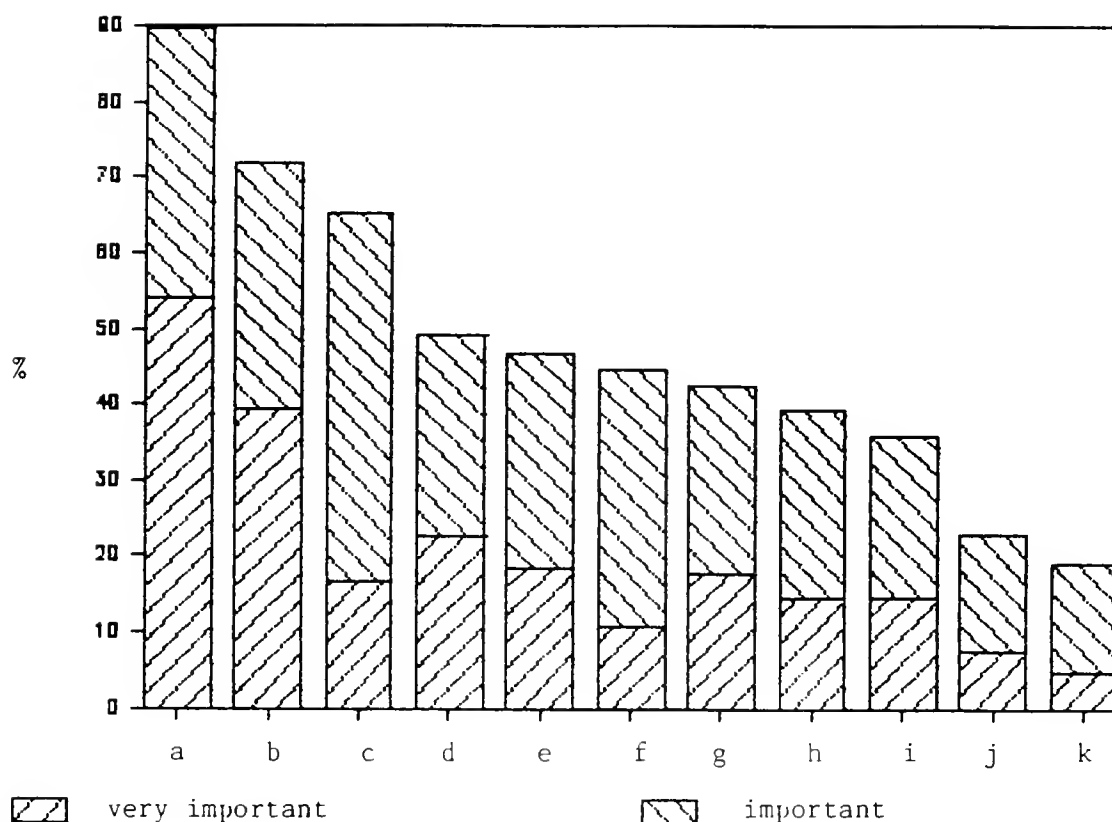
3.2.3 Willingness To Get A Job (Q.2)

There are 76.5% (n=200, +/- 5.9% at 95% confidence level) clients who are "ready to work" or are looking for a new job. Half of them are ready to report to job within one month of notice.

3.2.4 Reasons For Leaving A Job (Q.3 - 14)

Respondents are asked to assess the importance of a list of factors in their decision to leave their job. Figure 2 ranks the relative importance of each of these factors.

FIG. 2: REASONS FOR LEAVING JOB



Reasons

a=my income is too low

b=lack of/inadequate health insurance coverage

c=my income is not steady

d=hazardous working environment

e=working hours too long

f=not enough holiday

g=lack of child care

h=working hour too inflexible

i=low social status

j=not getting along well with boss/other worker

k=salary/wage disbute

Income issues affect most clients. Low income is by far the leading factor. Of those who responded 88.1% (n=109) said they left or would leave because the income is/was too low (Q.3). Unsteadiness of income is a concern to 65.4% of the respondents to (Q.4, n=78). Unsteadiness of income is chronic in the restaurant and garment industries, which happen to be the two largest sources of employment for Asian immigrants. Close to 20% of the respondents list salary dispute as an important factor (Q.5, n=63). As presented below, most employment advertisements appearing on the community newspapers do not list salary scale.

Health care emerges as a major concern. The lack or inadequacy of health care insurance is the second most cited factor contributing to employees' leaving. In contrast to some claims that Asian workers rather take money than be covered by a health policy, 71.9% respondents disagree (Q.9, n=89). Further, half of the respondents left or may leave due to hazardous working environment (Q.13, n=71).

Twenty-three percent respondents admit that conflict with their supervisor or co-workers was/would be a reason for leaving a job (Q.6, n=65). More than half of the respondents complain that working hours are too long, too inflexible, and that there are too few holidays (Q.7, n=81; Q.8, n=76; Q.10, n=74).

Lack of child care was or would be a factor in 42.5% respondents' decision to leave (Q.12, n=73). Thirty-six percent respondents left or may leave their job because of its low status (Q. 11, n=75). Other factors include factory closings, business lay-offs, going back to school, and personal health problems (65.7%, n=35, Q.14).

3.3 Employment Expectations

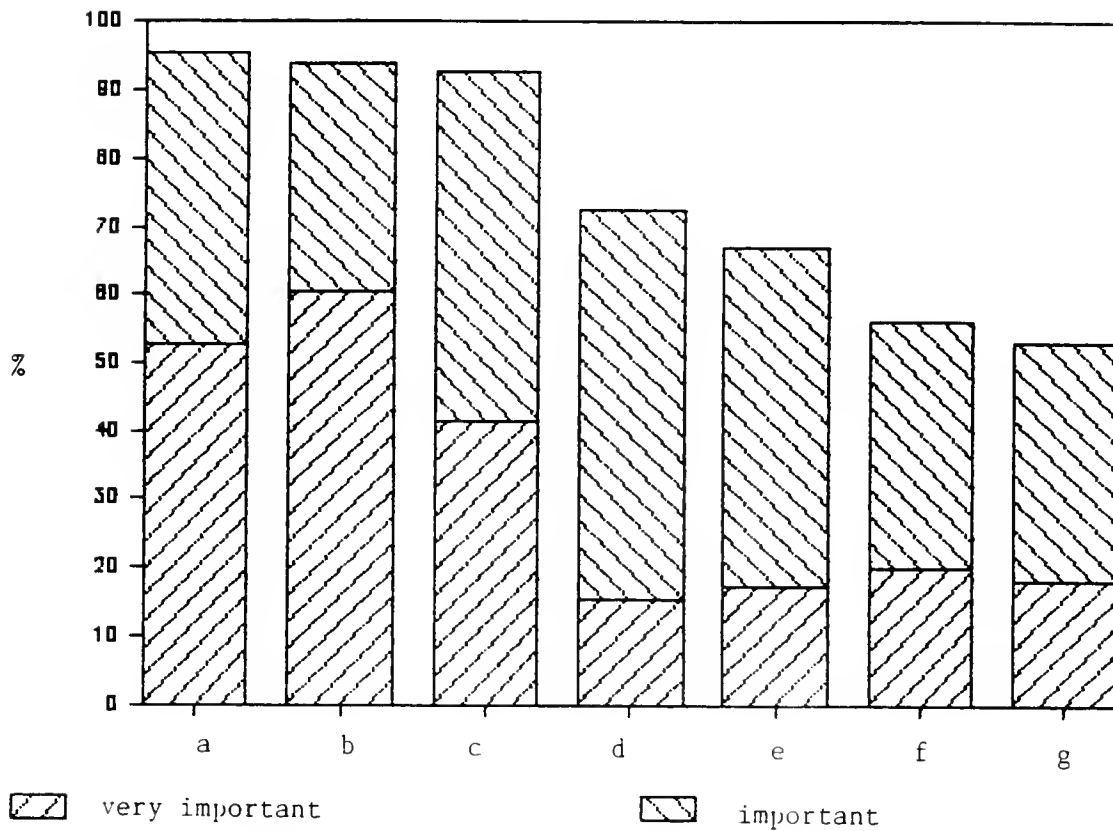
3.3.1 Major Considerations in Employment (Q.23 - 30)

Consistent with the above findings on the "push factors", income and health insurance are on the top of the list of the "pull factors": 95.4% and 92.7% clients rank them as important (Q.23 & Q.29, n=152 & n=134 respectively). A noteworthy phenomenon is that, health insurance coverage is more often cited as "very important" than income (Fig. 3, next page).

The importance of transportation may surprise some people as it is ranked immediately after income and health care by respondents as their major concern in employment (92.7%, n=137, Q.28).

The heavy emphasis on transportation and health care is particularly suggestive when perceived along with the lowest ranking of these two factors: "familiarity with past work experience" (47.1% say it is unimportant) and "chance to work with people with same language and culture" (43.% assess it as

FIG.3: CONSIDERATIONS IN EMPLOYMENT



Factors Considered

a=income

b=health insurance coverage

c=transportation

d=length of working day

e=hour flexibility

f=chance to work with people with
same language and culture

g=familiarity with past work experience

unimportant) (Q.26 - 27, n=121 & n=130 respectively). These immigrants are looking for health insurance and transportation convenience rather than the familiarity with the nature of work and the comfort of social-cultural continuity in the workplace.

While there are about 70% clients who say "hour flexibility" and "length of working day" are important, the proportion of clients who judge these factors as "very important" is the smallest. And there are 32.8% clients who do not care about "hour flexibility" and 27.4% who think "length of working day" is unimportant (Q.24 - 25, n=116 & n=117).

Other important factors in employment cited by clients include job stability, instrumentality to future job, low tension, social and physical environment, as well as the social status attached to the job (51.8%, n=29, Q.30).

3.3.2 Preference Of Asian Or Non-Asian Employer

While 94.8% of the respondents do not mind working for a non-Asian employer (Q.31, n=191, +/-3.1% at 95% confidence level), close to 40% prefer an Asian employer.

The ability to listen and speak English, though being the strongest predictor of one's preference, has only a moderate relationship which is statistically significant (Table 2, next page). The ability to read and write has a weak but still significant relationship (Table 3, next page).

Table 2: Ability to Listen/Talk And Employer Preference

	Prefer Asian	No preference	Prefer Non-Asian	Total
Listen & talk well	3 23.1 4.4	8 61.5 10.4	2 15.4 5.3	13 7.1
Talk with diffic.	25 23.2 36.8	55 50.9 71.4	28 25.9 73.7	108 59.0
Cannot talk	40 64.5 58.8	14 22.6 18.2	8 12.9 21.1	62 33.9
Total	68 37.2	77 42.1	38 20.8	183 100.0

(p < 0.01

Cramer's V=0.29)

Table 3: Ability To Read /Write And Employer Preference

	Prefer Asian	No preference	Prefer Non-Asian	Total
Read & write well	5 29.4 7.3	9 52.9 11.7	3 17.7 8.1	17 9.3
Write with diffic.	32 29.6 46.4	52 48.2 67.5	24 22.2 64.9	108 59.0
Cannot write	32 55.2 46.4	16 27.6 20.8	10 17.2 27.0	58 31.7
Total	69 37.7	77 42.1	37 20.2	183 100.0

(p < 0.05

V=0.18)

Sex has a moderate and significant relationship with employer preference (Table 4). Men are more likely to prefer an Asian employer.

Table 4: Sex And Employer Preference

	Prefer Asian	No preference	Prefer Non-Asian	Total
Men	27 56.3 37.5	12 25.0 15.6	9 18.8 23.1	48 25.5
Women	45 32.1 62.5	65 46.4 84.4	30 21.4 76.9	140 74.5
Total	72 38.3	77 41.0	39 20.7	188 100.0

(p < 0.01

V=0.23)

Immigrants from China tended to prefer an Asian employer, while those from Hong Kong and Taiwan as well as those from Southeast Asia were more likely to prefer a non-Asian one (Table 5).

Table 5: Place Of Origin And Employer Preference

	Prefer Asian	No preference	Prefer Non-Asian	Total
China Mainland	53 45.3 76.8	43 36.7 56.6	21 18.0 53.9	117 63.6
Hong Kong & Taiwan	12 23.5 17.4	27 52.9 35.5	12 23.5 30.8	51 27.7
Southeast Asia	4 25.0 5.8	6 37.5 7.9	6 37.5 15.4	16 8.7
Total	69 37.5	76 41.3	39 21.2	184 100.0

(p < .0.05

V=0.17)

There is no statistically significant relationship between employer preference and age, year in the U.S., education, and transportation consideration.

3.3.3 Attitude Towards Working Schedules (Q.17 - 22)

While 85.2% (n=162) respondents like a regular hour schedule (Q.17), between 19.6% (n=112) to 34.8% (n=115) respondents are willing to work on weekends, holidays, early mornings, late evenings, or irregular hours (Q.18 - 21). Only 16.1% (n=112) clients want a part-time job (Q.22).

There is no statistically significant relationship between the willingness to work in odd hours and demographic characteristics, except the one between sex and willingness to work in late evenings (Table 6).

Table 6: Sex And Late Evening

	Willing to work	Only if no choice	Not willing	Total
Male	10 40.0 47.6	7 28.0 29.2	8 32.0 12.1	25 22.5
Female	11 12.8 52.4	17 19.8 70.8	58 67.4 87.9	86 77.5
Total	21 18.9	24 21.6	66 59.4	111 100.0

(p < 0.01

V=0.33)

A new way of classification can be obtained when these working schedules are considered together. We can call all of those who are willing to work either in late evenings, early mornings, irregular hours, holidays or weekends as people who are "willing to work odd hours". Those who say "no" to all four items are "unwilling to work in odd hours". And those in between are "willing to work in odd hours only if there is no other choice". This way allows us to find out that 63.0% clients are willing to work in at least one kind of odd hour schedule and 31.2% are willing to do so if there is no other choice. If an employer extends his/her business beyond regular hours, s/he will have a very good chance to get some help from this group of Asian Americans. The above presentation should not be taken as an advocacy of irregular work schedules for Asians. The intention is to explore more employment opportunities. In fact, a great majority (85.2%, n=162, Q.17) of the respondents prefer a regular schedule.

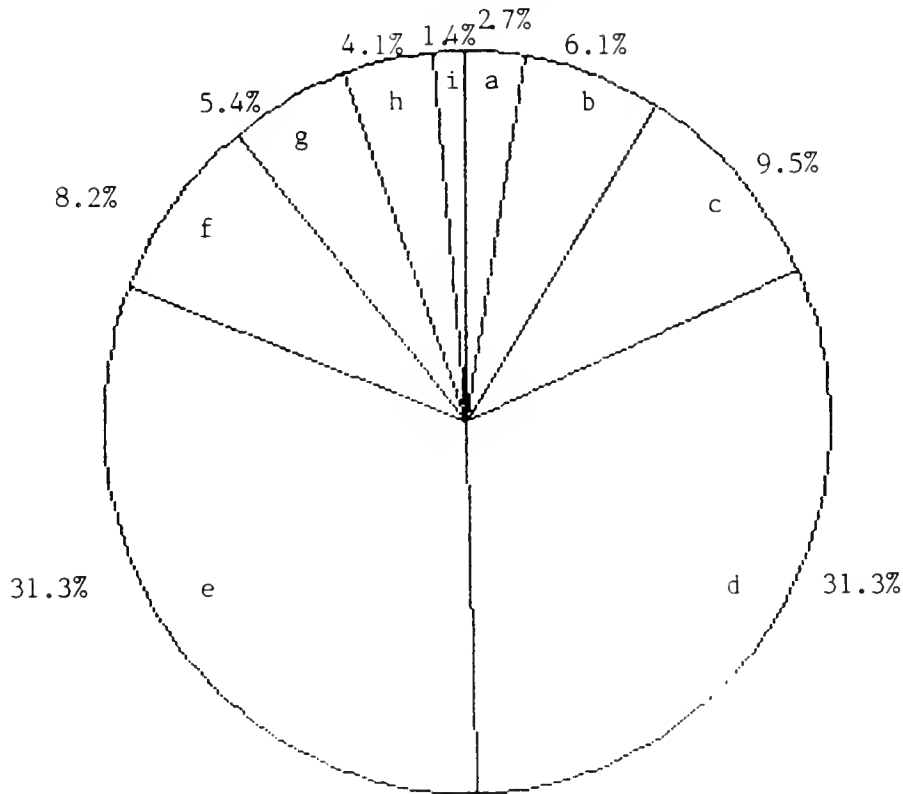
No significant statistical relationship is found between such a concept and any other clientele characteristics.

3.3.4 Salary Expectation (Q.32)

Taking account of all factors, how much salary would respondents think they will earn from their next job? The

expectation is moderate. Our estimate is, with 95% confidence level, between 42% to 58% of them anticipate a monthly salary (after tax) of below \$1,000, and between 91% to 98% expecte it below \$1,600 (Fig. 4) (n=147).

FIG. 4: MONTHLY INCOME EXPECTED



Monthly Income Expected

- | | |
|-------------------|---------------------|
| a=less than \$400 | f=\$1,200 - 1,399 |
| b=\$400 - 599 | g=\$1,400 - 1,599 |
| c=\$600 - 799 | h=\$1,600 - 1,999 |
| d=\$800 - 999 | i=\$2,000 or higher |
| e=\$1,000 - 1,199 | |

Gender plays an obvious role in salary expectation (Table 7). No woman expects an income beyond \$1,599 per month. While there are 59.3% of them looking for a monthly salary below \$1,000, only 19.4% of men have the same level of expectation. Sexual differentiation in salary expectation is particularly conspicuous given the fact that there is a weak relationship between sex and education.

Table 7: Sex And Salary Expectation

	<\$1000	\$1000-1599	>\$1599	Total
Male	7 19.4 9.9	21 58.3 32.3	8 22.2 100.0	36 25.0
Female	64 59.3 90.1	44 40.7 67.7	0 0 0	108 75.0
Total	71 49.3	65 45.1	8 5.6	144 100.0

(p < 0.01

v = 0.49)

Educational level as a whole has a moderate relationship with salary expectations (Table 8). But the relationship is not that of a linear nature. While it seems natural that the college educated have the highest expectation, those who have secondary education have a lower expectation than the least educated.

Table 8: Education And Salary Expectation

	<\$1000	\$1000-1599	>\$1599	Total
<6 yrs	8	15	1	24
school	33.3	62.5	4.2	17.1
	11.9	23.1	12.5	
7 - 12	57	39	6	102
years	55.9	38.4	5.9	72.9
school	85.1	60.0	75.0	
college	2	11	1	14
	14.3	78.6	7.1	10.0
	3.0	16.9	12.5	
Total	67	65	8	140
	47.9	46.4	5.7	100.0

(p < 0.05

v = 0.21)

English ability, whether in terms of reading/writing or listening/talking, has no statistical relationship with salary expectation.

Place of origin does have an effect on salary expectation. Immigrants from China mainland have the lowest salary expectation (in terms of absolute figures) (Table 9, n=140).

Table 9: Place Of Origin And Salary Expectation

	\$<1000	\$1000-1599	>1599	Total
China	47	42	3	92
Mainland	51.1 70.2	45.7 64.6	3.3 37.5	65.7
Hong Kong & Taiwan	14 38.9 20.9	20 55.6 30.8	2 5.6 25.0	36 25.7
Southeast Asia	6 50.0 9.0	3 25.0 4.6	3 25.0 37.5	12 8.6
Total	67 47.9	65 46.4	8 5.7	140 100.0

(p < 0.05 V = 0.20)

Respondents who do not want to work part-time have a higher salary expectations (Table 10, n=87).

Table 10: Willingness To Work Part-time & Salary Expectation

	\$<1000	\$1000-1599	>\$1599	Total
Willing	9	1	1	11
	81.8	9.1	9.1	12.6
	18.8	2.9	25.0	
Only	22	13	0	35
if no	62.9	37.1	0	40.2
choice	45.8	37.1	0	
Not	17	21	3	41
willing	41.5	51.2	7.3	47.1
	35.4	60.0	75.0	
Total	48	35	4	87
	55.2	40.2	4.6	100.0

(p < 0.05

V = 0.24)

Number of years in the U.S. and current family income do not affect salary expectation. People who are willing to work at odd hours or on weekends do not necessarily expect higher pay.

Next to salary, health insurance and transportation are also important factors these Asian Americans consider. Further analysis shows no differential effect upon these two factors by people's sex, age, year in U.S., employer preference, and willingness to work odd hours.

3.4 Obstacles Against Job Opportunity

3.4.1 Factors Against Respondent's Next Job Opportunity

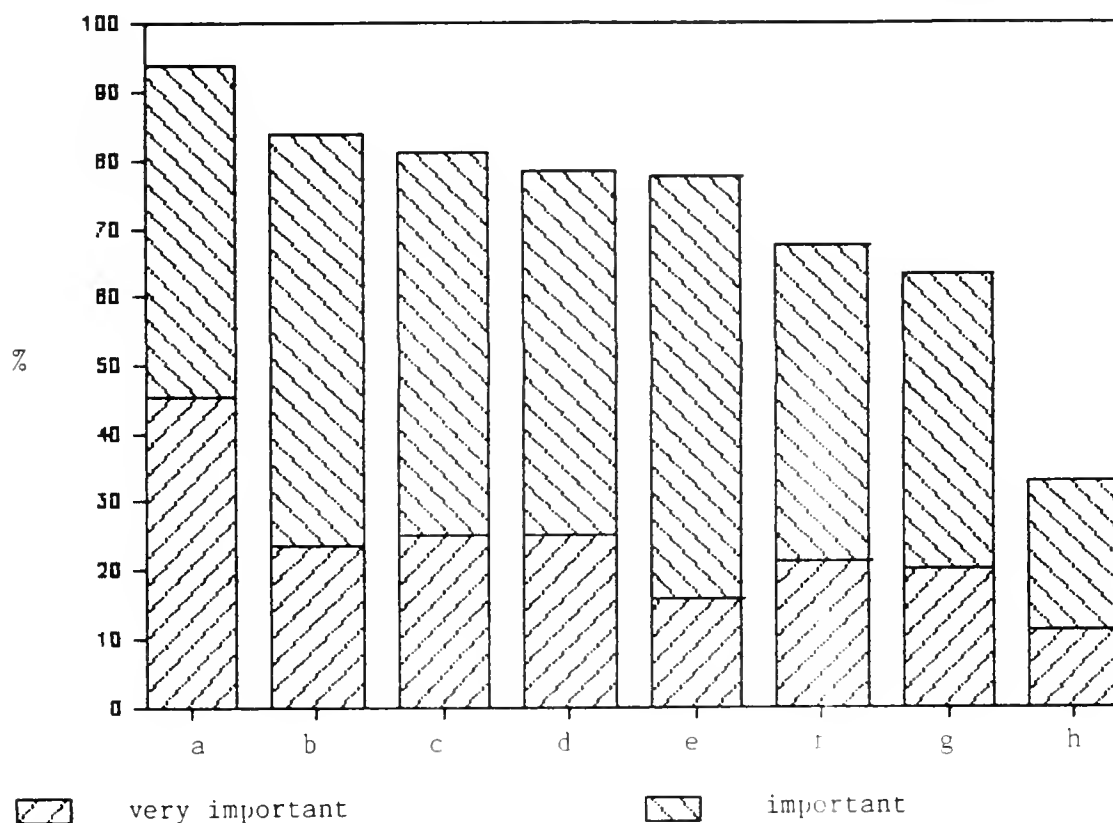
(Q.33 - 41)

Most Asian immigrants are not sure about their chance of getting a job. The majority of them attribute the difficulty to their own incapability. English inability is haunting 93.9% of them (Q.33, n=179). While 81.8% say they are not skillful enough to land a job (Q.37, n=128), 67.5% blame it on their low education (Q.38, n=126). This substantial difference may mean that they would be more willing to receive technical training than to go through the grammar school/liberal art kind of education (Fig. 5, next page).

The next type of obstacles is more social: 84.0% complain about the inadequacy of employment information (Q.35, n=131); 22.3% think their narrow social network limits their opportunity (Q.34, n=121); and 78.2% say transportation poses a problem (Q.36, n=124). These immigrants came from much less mobile societies. They are not used to driving to work. Many of them do not own a car. One strategy Chinese restaurants employ to keep their workers is to provide transportation. But this is not a common practice among other employers.

And then there is social discrimination: 63.3% respondents feel the discrimination effect (Q.39, n=120). There are 32.8% respondents who are retained at home to take care of a family member (Q.40, n=116).

FIG. 5: OBSTACLES AGAINST MY EMPLOYMENT



Obstacles

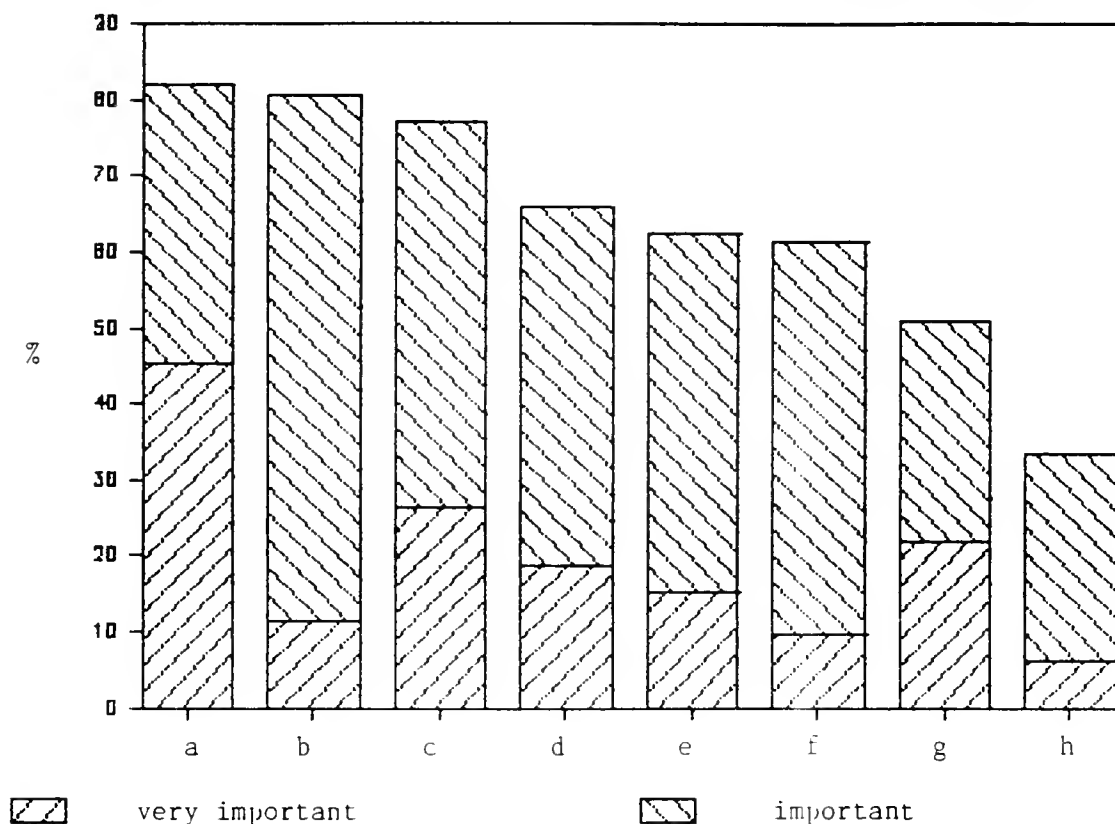
- a=English
- b=not enough employment information
- c=not enough skill
- d=no transportation
- e=limited social network
- f=not enough education
- g=social discrimination
- h=someone at home needs to be taken care of

3.4.2 Factors Against Family Member's Job Opportunity

(Q.52 - 61)

There are 35.9% respondents who have at least one family member who want to work but was not working (Q.52, n=181). Again, most of the respondents attributed the problem to their relatives' own inability (Fig. 6).

FIG. 6: OBSTACLES AGAINST FAM-MEM EMP.



Obstacles

a=English
b=limited social network
c=not enough employment information
d=no transportation
e=not enough skill
f=not enough education
g=someone at home needs to be taken care of
h=social discrimination

English inability is still the most cited obstacle: 81.8% (Q.53, n=66). Slightly over 60% of the respondents (Q.57, n=53; Q.58, n=52) think the causes are lack of skill or low education.

Social factors are also frequently mentioned: "limited social network" (Q.54, 80.8%, n=52), "inadequate employment information" (Q.55, 77.2%, n=57), "no transportation" (Q.56, 66.1%, n=53), and "social discrimination" (Q.59, 33.3%, n=48).

Over half (Q.60, 50.9%, n=55) of these family members do not work because they have to take care of children or patients at home.

3.4.3 Child Care (Q.66 - 70)

Out of the 211 respondents, 23.2% are in need of child care services. More than half of them have two or more children to take care of (Q.66). The age of these children range widely: 16.5% are under one year old, 38.0% are 1 to 3, 17.7% are 4 to 6, 15.2% are 7 to 12, and 7.6% are over 12 years old (Q.67, n=79).

There are 20.9% respondents who need child care on both weekdays and weekends. The total proportion of clients in need of weekday help become 67.4%, when those who are in need of only weekday help are included. Almost a quarter (23.2%) of them need help on weekends, counting both of those in need of weekend help alone and in need of help on both weekdays and

weekends. About 30% respondents do not have a regular schedule (Q.68, n=43). In terms of time periods during the day, 75% of them want whole-day service, 22.2% need help only in the afternoon, and just 2.8% need help in the morning only (Q.69, n=36).

Half of these respondents do not list the amount they are willing to pay for child care. Of the remaining respondents, 36% set the monthly rate below \$100, 24% say between \$100 and \$199, and 40% can afford to pay between \$200 to \$500 (Q.70, n=25).

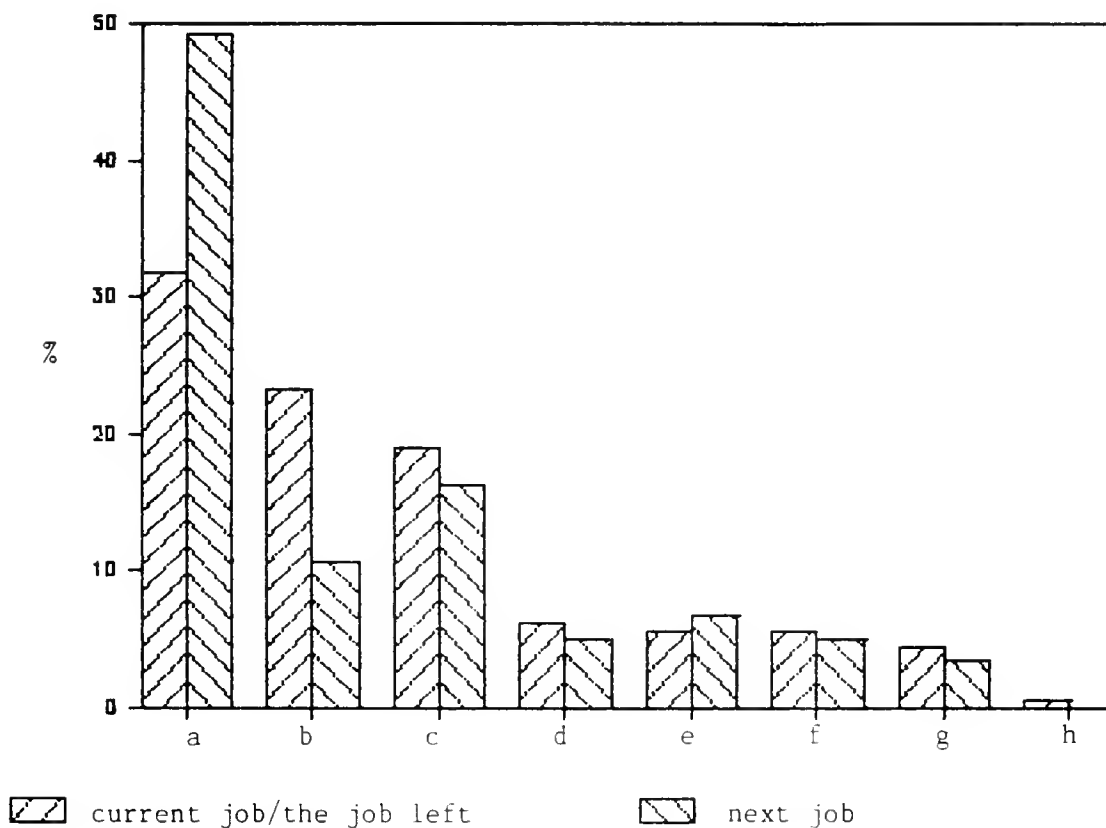
3.5 Assessment Of Employment Assistance

3.5.1 Previous And Future Assistance Sources (Q.15 - 16)

The informal network (relatives and former co-workers) was the most important channel (42.2%) through which clients got their current or last job (Q.15, n=180). Public service agencies (social service and government) ran second (37.3%). The third major source was the job seekers themselves (14.4%). They read newspapers, posters, and went to job fairs. Commercial employment agencies served 5.6% and religious institutions helped only one person.

Where would people go and seek help when they look for the next job? Figure 7 presents the change of job referral source.

FIG. 7: JOB REFERRAL SOURCE



Referral Source

a=social service agency
b=relative
c=former co-worker
d=English newspaper
e=government agency
f=commercial employment agency
g=Chinese newspaper
h=church

In order to get their next job, most people would still go back to their previous source (Q.16; Table 11, n=158). But a substantial number of them, including those who relied on themselves and their informal network, would instead go to the public, particularly the social service agencies. As a result, there will be some exchange of clients between public service and commercial agencies. Yet the volume will not be large. Public service agencies will retain 87.3% of their previous clients, while picking up new ones.

Table 11: Previous & Next Employment Assistance Sources

		Next Assistance Sources				
		informal network	self	public ser ag	commer- cial	Total
Previous	informal network	41	3	24	1	69
		59.4	4.4	34.8	1.5	43.7
		89.1	23.1	26.7	11.1	
Assis- tance	self	1	10	6	0	17
		5.9	58.8	35.3	0	10.8
		2.2	76.9	6.7	0	
Sources	Public service agencies	3	0	55	5	63
		4.8	0	87.3	7.9	39.9
		6.5	0	61.1	55.6	
	commer- cial	1	0	5	3	9
		11.1	0	55.6	33.3	5.7
		2.2	0	5.6	33.3	
Total		46	13	90	9	158
		29.1	8.2	57.0	5.7	100.0

(p < 0.01

V = 0.53)

3.5.2 Formal Assistance Used (Q.62 - 63)

Which type of service have clients used? Over 20% of them have used more than one type of service in the past three years (Q.62, n=185). There are 53.2% clients who attended English classes only. The proportion of English class students would be 73.4% when multiple service users are included. Close to 40% clients have received job training, half of them also attended English classes. Refugee and new immigrant service clients represent only a small fraction in this group.

Almost half (49.1%) of the clients became aware of the program through an informal referral source (Q.63, n=173). Self initiation accounts for 18.7%. There are 26.6% of the initial contacts resulted from agency outreach efforts, as well as 11.6% resulted from inter-agency information and referral.

3.5.3 Program Assessment (Q.64 - 65)

With the service/s received, only 32.6% of the clients think they can get a job soon. Over half (58.0%) of them are not sure, whereas 9.4% do not think they can get a job soon (Q.64, n=181).

Among those who give reasons to why they do not feel they can get a job soon, 43.5% (Q.65, n=92) point out that the jobs the programs prepare them for are not the jobs that they want. Another 10.9% do not understand the market or how they can fit in. Program design is the target of complaint among 27.2% of

participants. Some participants have problem with the content, some think it is too short, while others think it takes too long to complete. Meanwhile, 7.4% participants blame it on themselves. There is no statistically significant relationship between the type of program they attend and the type of their comment.

3.6 The General Clientele Profile

The majority of Asian Americans who go to Chinatown for employment service or English class do not live in Chinatown. Generally speaking, they are keen to get a job, and are willing to work with non-Asian employers. They are young and many do not mind working odd hours. They expect a modest income plus health insurance, and are eager to work in downtown or places with convenient transportation.

Ninety-nine percent of these Asian Americans are immigrants and half of them arrived within three years. In their pursuit of employment, they place higher priorities on local realities over the familiarity with their experience. They are willing to learn. They have already come out and got into contact with public service agencies.

But they need help. English class alone can make substantial difference, particularly for those who have transferrable skills and those who intend to get an entry level job. Employment information is not widely accessible. The nature of jobs which training programs are aimed at needs to be

thoroughly assessed and communicated. One quarter of the respondents are looking for child care service. There is probably another group of people who cannot even leave home to attend any employment program.

In spite of their ostensible diversification, the great majority of these immigrants is in fact relatively homogenous in terms of their job potential and expectations.

Although there are sporadic and moderate effects caused by age, education, and place of origin, the only variable that is consistently generating difference in job attitude is gender. Women tend to be more willing to work with non-Asian employers. They expect a lower salary than men although there is no significant difference found between their education attainment and English ability. They are also willing to work odd hours except in late evenings.

But these women are also in the group that has been hit hardest by the current employment trends in Boston. As presented below, the garment industry, their largest employer, will continue to decline. Asian women's chance in the labor and crafts areas has been slim. More importantly, their English inability is holding them from entering into two areas where other American women may enjoy a better chance: professional and clerical jobs.

More importantly, women represent 73% (+/- 6%) of the clientele. Opening up job opportunities for them should become a higher priority in service planning.

IV. EMPLOYMENT OPPORTUNITIES THROUGH FORMAL CHANNELS IN THE COMMUNITY

As the Asian American population and economy grow, employment activities can no longer rely solely on informal relationships. When non-Asian employers become interested in recruiting minority workers, they have tended to go through the formal channels as well. Employment opportunities announced through formal channels, therefore, represent a complementary resource for Asian Americans. Given the fact that time and resources do not allow a thorough study on the nature and volume of the informal activities, newspaper advertisements are the only kind of information available for the exploration of employment activities of the Asian community. The following is the result of an attempt to quantify community newspaper employment advertisements. The percentage figures below are calculated on the basis of a sample size of 994 if not otherwise specified. While interpretation should be cautious, given the nature of the data, these findings highlight an important aspect of community hiring. For detailed frequency distribution please see Attachment B.

4.1 Employer Ethnicity

Among the 994 pieces of employment advertisements sampled, 88% of the employers can be identified as Asians, 11% are

non-Asians, and 1% cannot be determined (Table B1, Attachment B).

4.2 Field of Employment

Sixteen percent of the advertisements do not inform the readers what kind of industry they belong to. Another 9% are listed in such a way that no definitive classification is possible. Among the remaining advertisements, restaurants take the lead by a large margin: 31.9% (Table B2, n=745). Manufacturing industries are second with 15.6%. The fact that these two fields account for half of the jobs indicates that Asian immigrants are offered opportunities of a traditional nature. "Traditional" often means long working hours, low pay, and competition under a unique labor surplus situation.

Service industries combine for 40.4% of the openings. But they diversify widely in terms of industries and skill levels. Basically, jobs in health, education, business, F.I.R.E. (Finance, Insurance, and Real Estate), and social services require professional qualifications. Major exceptions include baby-sitters which represent half of the personal/entertainment/recreation category; home health aides, and nursing aides.

Construction account for merely 2.4% of the jobs. Public administration, transportation, communication, and other public utilities together contribute to only 9.5% of the opportunities.

Some government and public service agencies such as radio stations, however, do send employment notices to Chinatown agencies. Yet this is done only sporadically by a small fraction of these agencies. Not many of these circulars are suitable for immigrants. Rarely are job-training and English classes offered in their employment package.

4.3 English Requirement

English ability is a prerequisite, even among jobs announced through community newspapers. Fluency in speaking is required in 37.4% (Table B3) positions. A good reading and writing ability is expected in 16.5% of the cases (Table B4).

4.4 Type Of Skills Required

Bi-lingual ability is in demand in 13% of the positions (Table B5). Clerical, secretarial skills such as typing, word-processing, and reception account for only 5.5%. Most of the other jobs actually expect restaurant work skills. Non-kitchen restaurant jobs require verbal communication skills (14.4%). Most of those jobs requiring a driver's license (2%) involve transporting food and fellow workers between Chinatown and the restaurant. Among the 11.4% advertisements which state explicitly that no experience is required, and among half of the advertisements that do not list the type of skills required, many are actually recruiting kitchen aides.

4.5 Level of Skills, Education, And Experience

Seven out of eight of the advertisements do not specify education and experience requirements (Tables B6 & B7). Some of these requirements can be inferred from the level of skills required. For instance, 10.2% (Table B8) of the advertisements require a professional level of skill, although only 8.3% state explicitly that at least college graduation is required. For most of the remaining jobs, however, it can be assumed that no specific qualification is required. Basically, these employment advertisements are targeted at the entry level or semi-skilled workers who are easily replaceable.

4.6 Full-time Positions

While 83.9% of the respondents (Appendix A, Q. 22) prefer full-time position, only 18.4% of the advertisements state up-front that a full-time position is offered (Table B9).

4.7 Location Of Job

Only 4.3% advertisements declare that the jobs are located in Chinatown and 17.2% within the City of Boston (Table B10). Applicants must be willing to travel far away for many of the remaining jobs.

4.8 Salary

Ninety-two percent of the advertisements do not mention salary level. Among those disclosing salary, 0.8% are below

\$1000 a month, 1.3% between \$1000 and \$1399, and 5.9% above \$1400 (assuming all figures with hourly or weekly rates are long-term jobs). No more than 1.2% of these jobs offer an annual income of \$35,000 or above.

4.9 Profile Of Job Opportunities Through Community Formal Channels

Circulating a job vacancy list alone does not constitute a serious effort of community recruitment. The lack of systematic collection and dissemination of employment information further limits clients' perspective and expectations.

Employment advertisements in community newspapers are mostly placed by Asian employers and recruiting for traditional industries. While offering immigrants with immediate positions these jobs do not provide employees with transferrable skills for their upward mobility. People also are left with little time to hunt for a higher pay job due to the long working hours.

The prevalent phenomenon of withholding important information from the advertisements, however, reflect a situation that employers are confident in getting applicants. The sheer number of surplus labor has made some employers almost arrogant. These are the reasons why so many respondents are looking for a new job, and why they are not going back to their informal relationship for the next opportunity.

V. RELATIVE STATUS AND JOBS PROJECTED

Given the facts that employment opportunities advertised through community formal channels are limited, that many of these Asian Americans are drifting away from the informal job referral network, and that the majority of them are willing to work with non-Asian employers, what are their opportunities in the Boston labor market? Before looking into the job projections, it is helpful to compare the clientele's characteristics with that of the City's population.

5.1 Comparison With The Boston Population And Other Asian Groups

There is not enough information published for a systematic comparison between these clients, the Asian Americans, and the Boston population. Fortunately, from the limited data available, a definitive though incomplete picture of the relative status of these clients can be delineated.

5.1.1 Geographic Distribution

Among the 81.5% respondents who live in Boston, more than two-thirds live in areas which are within walking distance to the Chinatown agencies. According to an 1985 BRA survey, 38% of the City's Asian population lived in the same areas, namely, Central, Back Bay, Beacon Hill, Fenway, and Kenmore. In other words, Chinatown services are basically of a neighborhood

nature, while also being offered to the ethnic community which extends beyond the South Cove area. The additional share that agencies in Chinatown bear reflects the lack of service for Asian immigrants elsewhere. This is true even in the case of Allston-Brighton, the second largest Asian settlement.

Table 12. Geographic Distribution

	(a) Overall sample (1987)	(b) Sample inside Boston (1987)	(c)* Boston Asian Popul. (1985)
Chintown and Adjacent Areas**	55.4%	68.0%	38%
Allston-Brighton	13.7%	16.9%	30%
Other Boston Areas	12.4%	15.1%	32%
Outside Boston	18.5%	-	-
Total	100.0% (n=211)	100.0% (n=172)	100% (n=163)

* Source: 4: Table 7.

** Include Central, Back Bay, Beacon Hill, Fenway, and Kenmore in the BRA survey; or zip code areas 02111, 02114, 02115, 02116, 02118, and 02215 in this sample.

5.1.2 Sex Ratio

The male-female ratio in the sample (28% vs 72%) is much lower than that in the Boston population (47% vs 53%) (4: Table 1). One reason is that Asian men tend to have a higher labor participation rate (78% in 1980, 2: Session B). Under the Asian tradition, men bear a larger responsibility than women in the provision of family income. Male immigrants are not given much time to prepare themselves before joining the labor force. Yet, in accordance with findings of this survey, female clients are no less motivated than males in looking for job. To explore, let us look at Table 13.

Table 13: Adult Labor Participation Rates*

	Male	Female	Overall
Boston Asian	78%	54%	66%
All Bostonian	69%	54%	60%

* Source: 2: Table 1.

Although in Boston, males have a higher participation rate than females in general, the gender difference within the sample is greater than that within the city's. Obviously, there are some objective factors, rather than by the Asian women's subjective choice, which bring down their participation rate.

5.1.3 Education Comparison

According to the U.S. Bureau of Labor Statistics, there is a positive relationship between education level and employment opportunity. Is this general statement applicable to the Asian population? In Boston, the Asian population have a higher labor participation rate (2: p.27). Does that mean Asians also have a higher education attainment? The explanation is not straight forward. It really depends on which group of Asians we are talking about. Table 14 compares the education of the employment service clientele with that of other Asian groups and that of the Boston population in 1980.

Table 14: Education Comparison

	(a) Chinese >24 yrs nat'wide 1980	(b) Asian >24 yrs in Boston 1980	(c) Total >24 yrs in Boston 1980	(d) Track 702 >24 yrs 1980	(e) Employment sample 1987
<H1 Sch Grad	29.1%	45%	31.5%	63.2%	67.8%*
H1 Sch Grad	19.3%	23%	35.0%	19.2%	17.8%*
1-3 yrs Coll	14.6%	10%	13.1%	4.8%	3.5%
Coll Grad	37.0%	22%	20.3%	12.8%	6.0%
Total	100.0%	100%	100.0%	100.0%	100.0%

*Assuming half of those with 10-12 years of school are high school graduates and the other half are not.

Source: a from 8: p.21; b from 3: p.56; c & d From 2: Table 3.

The education level of Asians living in Chinatown was lower than that of Asians living in the City, which was in turn lower than that of Asians nationwide (Table 14: col. d, b, and a). The pattern is obvious. The higher their education, the farther away they settled from Chinatown. When compared to the City population in general (col. c), although having a same proportion of college graduates (col. b), Asians had a much larger proportion of the least educated. The education level of the employment service clients is lower than any of the above groups.

Five years later, in 1985, education in Boston improved across the board (Table 15: col. a & b, next page), with Asians having more college graduates. Yet the improvement was solely the result of local education. The proportion of college graduates among Asians was actually pulled down by the Asian immigrants (col. a & d), while that among the general Boston population benefited from education level of all immigrants (col. b & f). While there was a significant increase in the education level of all immigrants after 1980 (col. e & f), the trend was the reverse among the Asian immigrants (col. c & d). The education level of the employment service recipients (col. h) is not only lower than any of these four groups (col. a - d), but also lower than that of all the Boston immigrants who speak English poorly (col. g).

Table 15. Boston Immigrant Education

	(a) Boston Asians	(b) Boston Total	(c) Asian Bos. Imm. <1980	(d) Asian Bos. Imm. 81-85	(e) All Bos. Imm. <1980	(f) All Bos. Imm. 81-85	(g) Imm. speak poor Eng.	(h) Empl. serv.
<H1 Sch Grad	29%	23%	27%	41%	31%	13%	61%	68%
H1 Sch Grad	20%	34%	30%	15%	32%	17%	23%	18%
1-3 Yr Coll	14%	16%	13%	19%	18%	35%	5%	4%
Coll Grad	38%	28%	30%	26%	19%	35%	11%	6%
Total n =	100% 95	100% 1938	100% 37	100% 27	100% 1000	100% 221	100% 134	100% 211

Source: (a) & (b) from 3: p.18.
 (c), (d), (e), & (f) from 3: p.57
 (g) from 3: p.61.

Despite their lower education level, the full-time labor participation rate of the sampled immigrants is quite high (Table 16, next page). In fact, our data show that the lower their education, the higher is their labor participation rate.

Table 16: Full-time Labor Participation Rate

	Full-time	part-time	Total
<10 yrs in school	78 70.9% 53.8%	32 29.1% 58.2%	110 55.0%
10 -12 yrs in school	47 66.2% 32.4%	24 33.8% 43.6%	71 35.5%
Some College	11 57.9% 7.6%	8 42.1% 14.5%	19 9.5%
Total	145 72.5%	55 27.5%	200 100.0%

The statement made by the Federal Bureau of Labor Statistics, that there is a positive relationship between education level and employment opportunity, is certainly concluded from a much wider basis. Its merit here rests on highlighting the negative effect low education exerts upon employment opportunity. When the wage earned does not cover the cost of child care, for instance, women have to stay home regardless of their job motivation. To those less educated who are working, the kind of jobs they can get tends to be less desirable. They are more likely to look for a new job. This is exactly what is happening here. In this regard, the Bureau's statement still applies.

5.2 Recent And Future Job Opportunities

With their experience and expectations, what are the employment service clients' opportunities, in terms of the kinds of occupations and fields of industries?

5.2.1 The Recent Situation

An 1985 BRA survey (3) presents the occupation distribution of the Asian population, alongside with that of others in the City. While Bostonians without a college education are more likely working in lower pay occupations, the percentage of service workers among Asians is twice that of all races. The proportion of operatives is also higher within the Asian population. Even with some progress since 1980, Asians are still under-represented in the professional, technical, and managerial positions. Neither is there a better situation found in the clerical, secretarial, and labor positions (3: pp.29-32).

In terms of industries, Asians are over-represented in trade, which includes restaurants and grocery stores, as well as in certain service industries. The proportions of manufacturing and social service employees among Asians are about the same as among other races. Government, business services, F.I.R.E., entertainment, and self-employment are areas of under-representation. There are suggestions that this under-representation is a result of language/cultural barrier or social/racial discrimination. Further study is required to determine the exact role each of these factors plays.

5.2.2 Future Job Opportunities

Job classification is complicated and not always consistent in government job projections. For our purpose here, it is more efficient to link up positions with industries, particularly in the area of service industries. The term "service industries" here, to follow the BRA terminology (3: p.37), comprises of four industrial-occupational types. The first type is "professional services" which includes such fields as legal, medical, financial, and educational services. The second type is "business services" which covers advertising, data processing, and accounting. The third is "miscellaneous services" which encompasses recreational and amusement establishments, barber and beauty shops, as well as repair services. Fourthly, "service occupations" which represent semi- and low-skilled jobs.

Service industries will account for 50% of all new jobs statewide by 1995. They also represent the greatest jump in terms of either absolute figures or growth rate in Boston. In the professional and business service areas, Asians have been catching up, albeit mostly occupying the lower end of the ranks (8: p.22). With the proportion of college graduates increasing, the trend seems to be on the rise.

The situation in the "miscellaneous services" area is unclear. To begin with, current figures attributed to these jobs seem to be incongruent with local impression. It is hard to believe that there are 12% Asians (3: p.42) working in

amusement and recreation facilities, or barber and beauty shops. This could be a result of classification mistake or sampling error (considering a sample size of 85, broken down among eleven sub-categories). Neither is there any indication of substantial increase projected for these jobs.

Restaurants have been the single largest employment source for Asian immigrants. In the coming years, across the state, "a continued trend toward dining out is foreseen as incomes rise and more women work" (10: p.27). Although further growth of the restaurant industry within Boston will be checked by the increasing rent (5), statewide, there is much room for growth. DES projects that eating and drinking places will add over 51,700 jobs by 1995, a 31% growth. Chinese restaurants seem to be continuously able to provide immigrants with immediate employment opportunities, and hopefully, a way to self-employment in the future.

Aside from restaurants, in the service occupation area, there will be at least 55,000 new jobs, plus an overwhelming number of job openings "resulting from replacement needs, as a relatively high proportion of service workers transfer or stop working each year" (10: p.27). Many of these jobs will be offered by hotels, government and downtown offices (5 & 6). Among these jobs, the following involve less communication ability: janitors and cleaners (17,670, growth rate is 23.4%); guards and doorkeepers (9,590, +43.7%); nurse aides and orderlies (9,200, +25.4%); home health aides (1,750, +37.2%),

and child care workers (1,440, +30%). The wages for these jobs may not be attractive to an average American: e.g., \$5.87/hr (all wage rates are DES findings at the typical 1986 level) (11 & 13) for janitors/cleaners, and \$6.49/hr for guards and doorkeepers. These rates, nevertheless, are certainly within the range of many immigrants' expectation.

Garment factories, the largest employer of Asian female immigrants, will continue to decline. So are other traditional manufacturing industries. In terms of income and working conditions, they are not a good choice anyway. Even in precision apparel manufacturing, typical wage statewide is only \$5.60/hr. Whereas high technology industries are still growing. Electronic and electric equipments will add 39,900 jobs by 1995. Among these 4,410 are assemblers (19% growth from 1984). And the pay is higher: the statewide median for assemblers is \$6.75. Machinery industries will hire 22,400 workers. Among these workers, 2,320 are assemblers. Machine assemblers earn \$8.13/hr.

Pay is even higher at the semi- and skilled-level, where Asians are under-represented. Construction and repair service jobs are expanding. These kinds of jobs are not totally new to certain immigrants of urban-industrial origins. Some of their skills may be transferrable. Other immigrants have attained a certain degree of training which may facilitate their adjustment in these jobs. Employers in these areas prefer high school graduates, and even more so those with abilities in workshop

mathematics, blueprint reading, woodworking, metalworking, electricity, machine operation, welding, plumbing, painting, building construction, alteration, and maintenance, etc. Some employers provide on-the-job training to new workers. An average utility maintenance repairer, for instance, earns \$8.34 an hour. Three to four years of formal apprenticeship are recommended for the construction trade. But the wage is even higher. A typical construction worker gets \$9.75/hr. While at the entry level, the wage is \$8.59/hr.

A significant Asian under-proportion is found in government, transportation, and other public utilities. While Asians constituted 5% of the Boston working force in 1985, only 2% of public servants and 2% of public utility employees were Asian. This picture reflects a regression, considering the progress reported in the Harvard Encyclopedia of American Ethnic Groups:

Since civil-service positions are ostensibly filled on the basis of ability, many first sought jobs in the federal, state, and municipal government for the equal opportunity they offered. As private industry began to hire more Chinese in the 1960s the numbers entering civil service dropped somewhat, but even in 1970 one out of six Chinese American on the mainland worked in government (9 : p.227).

Whereas in the 1985 Boston, the setting of a major city government, the capital of a booming and "liberal" state, with many regional headquarters of the federal government, only one

Asian out of twenty enjoyed the opportunity. Given the large size of government jobs (99,168 in 1985, Boston), even though there is only a moderate growth projected, three thousand more jobs could be allocated to Asians just to make up their share.

VI. Recommendations

Being a small fraction of the Boston population and having some different demographic trends, the Asian community, particularly the immigrants, may not always be able to benefit from assistance programs available to the general population. Planners for these Asian Americans must look beyond typical employment assistance strategies. There is a real need for specially designed approaches to solve these unique problems. Based on the clientele characteristics, current employment patterns, and future job projections, I would like to make the following recommendations.

6.1 On Working With Potential Employees

6.1.1 Integrate English Class With Job Training.

Almost half of the job trainees also attend English class. However, some clients may find little link between the two programs. To those who are eager to get a job immediately, training may be unrealistic until they can communicate, while English class may take them too long to be able to apply. Job-oriented English is by no means a new idea. But it is easier said than done. Recognizing the fact that the English ability of clients attending a job assistance program may vary widely, better program coordination, sometimes across agencies, is necessary.

6.1.2 Facilitate Dissemination Of Employment Information

Eighty-four percent of respondents think that the inadequacy of employment information is an important factor limiting their job opportunities. Seventy-seven percent of respondents have family members impacted by the same problem. Chinatown agencies could strengthen the community formal channels by systemizing their dissemination of employment news from downtown public and private organizations. Operational strategies such as information gathering, updating, displaying or circulating need to be developed. Inter-agency division of labor may reduce cost.

For clients who are already enrolled in job training programs, it is still important to communicate with them on the relevance and desirability of the job they are trained for. Over half of the respondents either disagree with or are ambivalent with the training goals. False expectation or ambiguity of objectives should be eliminated before training starts.

6.1.3 Expand Clients' Perspective And Cultivate New Attitude

Aside from telling people of immediate job openings, long-term attempts should be made to change some of their traditional values. Respondents have already displayed willingness to adapt. They are more concerned about dealing with local necessities than looking for a familiar working environment. Many of them have attributed their employment

difficulty to the lack of skills rather than the lack of education, which is a significant departure from the Asian tradition of preference of intellectual over manual labor. At this stage, however, they may not yet be eager enough to become an apprentice. Some of them are still concerned about the social status of the job. They may not be aware of any apprenticeship programs. They might, however, be willing to reassess their attitude if they are informed of the nature and wage scale of some non-traditional jobs.

6.1.4 Customize Assistance For Skilled Labor Placement

Encourage skilled immigrants such as electricians, craftsmen, welders, and nurses to register their skills, training, and experience. Assess the transferability of their ability. Identify necessary steps, if there is any, for them to take in order to be recognized, such as sitting for exams or getting a license. If immediate recognition is out of question, plan for long-term campaign or career change strategies.

6.1.5 Expand Child Care Service

The need of child care service is by no means unique to the Asian community. Yet there are different trends between the city and the community in terms of the proportion of children in the population (2: Section 2A). The need of child care will in the long-run be slowing down in the city but not in the Asian community. There is already 23% of respondents who need child

care service now. However, almost none of them is willing to pay for the service at a market price.

6.2 Working With Potential Employers

6.2.1 Advocate Equal Opportunity

Asians are seriously under-represented in the government, public utilities, crafts, construction, and other labor jobs. Gaining an equal share alone will open up a lot of opportunities for the Asians on the one hand, and alleviate the labor shortage of the city on the other. To become successful in advocacy, Chinatown agencies need to become more politically oriented. Asian Americans must be mobilized in future elections.

6.2.2 Promote Employment In The General Labor Market

Set up data bank on Asian Americans who are ready for jobs. Inform private and public agencies about the willingness and ability of these clients. Encourage them to design jobs which can take advantage of the clients' ability.

6.2.3 Develop Jobs In Selected Areas

Select industries and positions with decent benefit and growth potential and which do not require much English communication skills in the beginning. Establish long-term

relationships with agencies involved in the hiring. Work with large corporations and trade unions, to insert an English class component in their training programs, or develop pre-apprenticeship programs with a language training component at the community agencies.

Obviously, to implement these recommendations, closer inter-agency cooperation and additional staff are required. Inter-agency cooperation in Chinatown has had a good start. The most important staff member needed now is an inter-agency coordinator. This position should be empowered to coordinate inter-agency program scheduling and set up a community-wide employment information inflow-outflow system. The position should also be delegated with the responsibility to negotiate with the government, union, and business for equal job opportunities for Asian Americans.

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Appendix A

ASIAN BOSTONIANS EMPLOYMENT SURVEY, Aug. 1987

Sponsor: Chinatown/South Cove Neighborhood Council

Participating Agencies: Chinese American Civic Association;
Chinese Adult Vocational Education, Chinese Consolidated Benevolent
Association; Chinese Economic Development Council; South Cove YMCA;
Quincy School Community Council; and
South Cove Community Health Center
Consultant: Tom Lun-nap Chung, Ph. D.

1. What is your current employment status in the U.S.? (PLEASE CHECK ONE)

- 1 43.2% I have worked full-time (more than 7 and 1/2 hours daily)
for a year or longer
 - 2 30.1% I have worked full-time for less than a year
 - 3 7.3% I have worked part-time/worked on an irregular basis last
year
 - 4 8.7% I am unemployed now, but I have worked in the U.S. before
 - 5 10.6% I have never been employed in the U.S.
- (n=206)

2. Do you want to find a job or get a new job?

- 1 23.5% no
- 2 yes (IF YES, When would you want to start a new job?
 - 3 22.0% now
 - 4 16.0% in less than one month
 - 5 10.0% to 3 months
 - 6 9.9% 4 to 6 months
 - 7 3.5% 7 to 12 months
 - 8 9.5% one year or later
 - 9 9.0% not specified when

(n=200)

(IF YOU WANT TO LEAVE FOR ANOTHER JOB, OR IF YOU HAVE ALREADY LEFT A JOB IN THE U.S.): Why would you/did you leave? How important are the factors listed in the right-hand side below in your decision to leave the job? (PLEASE CHECK ONLY ONE COLUMN FOR EACH FACTOR)

1. Very important 2. Im- 3. Not
important portant important

3.	<u>53.2%</u>	<u>34.9%</u>	<u>11.9%</u>	(n=109)	my income too low
4.	<u>16.7%</u>	<u>48.7%</u>	<u>34.6%</u>	(n=78)	my income not steady
5.	<u>4.8%</u>	<u>14.3%</u>	<u>80.9%</u>	(n=63)	had salary/wage dispute
6.	<u>7.7%</u>	<u>15.4%</u>	<u>76.9%</u>	(n=65)	not getting along well with boss/other workers
7.	<u>18.5%</u>	<u>28.4%</u>	<u>53.1%</u>	(n=81)	working hours too long
8.	<u>14.5%</u>	<u>25.0%</u>	<u>61.3%</u>	(n=76)	working hours too inflexible
9.	<u>39.3%</u>	<u>32.6%</u>	<u>28.1%</u>	(n=89)	no/not enough health insurance coverage
10.	<u>10.8%</u>	<u>33.8%</u>	<u>55.4%</u>	(n=74)	not enough holidays
11.	<u>14.7%</u>	<u>21.3%</u>	<u>64.0%</u>	(n=75)	low social status
12.	<u>17.8%</u>	<u>24.7%</u>	<u>57.5%</u>	(n=73)	lack of child care
13.	<u>22.5%</u>	<u>26.8%</u>	<u>50.7%</u>	(n=71)	hazardous working environment
14.	<u>45.7%</u>	<u>20.0%</u>	<u>34.3%</u>	(n=35)	others(specify) _____

15. Who helped you most in getting this job (the job you have now or you left before)? (SELECT ONE)

1 23.3% relatives
2 18.9% former co-workers
3 0.6% church
4 4.4% Chinese newspaper
5 6.1% English newspaper
6 31.7% social service agency
7 5.6% government agency
8 5.6% commercial employment agency
0 3.9% other(specify) _____
(n=180)

16. Who do you think most likely will help you get the next job?
(CHECK ONE)

1 10.6% relatives
2 16.2% former colleagues
3 0 church
4 3.4% Chinese newspaper
5 5.0% English newspaper
6 49.2% social service agency
7 6.7% government agency
8 5.0% commercial employment agency
0 3.9% other(specify) _____
(n=179)

(17 TO 22) WOULD YOU BE WILLING TO WORK ON:
(PLEASE CHECK ONE COLUMN FOR EACH TYPE OF JOB ARRANGEMENT)

	1.Yes	2.Only if no other choice	3.No, never	
17.	<u>85.2%</u>	<u>9.9%</u>	<u>4.9%</u>	(n=162) Regular hours
18.	<u>23.6%</u>	<u>43.4%</u>	<u>33.0%</u>	(n=106) Irregular hours
19.	<u>19.6%</u>	<u>21.4%</u>	<u>58.9%</u>	(n=112) Late evenings (primarily before midnight)
20.	<u>34.8%</u>	<u>20.9%</u>	<u>44.3%</u>	(n=115) Early morning (primarily before 8 a.m.)
21.	<u>28.9%</u>	<u>43.0%</u>	<u>28.1%</u>	(n=114) Weekends/holidays
22.	<u>16.1%</u>	<u>39.3%</u>	<u>44.6%</u>	(n=112) Part-time

(23-30) How important are the following to the job you are looking for? (PLEASE CHECK ONE COLUMN FOR EACH)

	1.This is very im- portant	2.This is important	3.This is not im- portant	
23.	<u>52.6%</u>	<u>42.8%</u>	<u>4.6%</u>	(n=152) Income
24.	<u>17.2%</u>	<u>50.0%</u>	<u>32.8%</u>	(n=116) Hour flexibility
25.	<u>15.4%</u>	<u>57.3%</u>	<u>27.4%</u>	(n=117) Length of working day
26.	<u>18.2%</u>	<u>34.7%</u>	<u>47.1%</u>	(n=121) Familiarity with past work experience
27.	<u>20.0%</u>	<u>36.2%</u>	<u>43.8%</u>	(n=130) Chance to work with people with same language and culture
28.	<u>41.6%</u>	<u>51.1%</u>	<u>7.3%</u>	(n=137) Transportation
29.	<u>60.4%</u>	<u>33.6%</u>	<u>6.0%</u>	(n=134) Health insurance coverage
30.	<u>27.6%</u>	<u>24.1%</u>	<u>48.2%</u>	(n=29) Other(specify) _____

31. Would you prefer to work for an Asian-run business/agency?
- 1 5.2% must be an Asian-run business/agency
 - 2 33.0% would like an Asian, but don't mind if not
 - 3 41.4% it does not matter
 - 4 18.8% would like a non-Asian business/agency, but don't mind
if not
 - 5 1.6% must be a non-Asian business/agency
(n=191)

32. Taking account of all factors, how much monthly income (after tax) do you think you will be able to earn from your next job?
- 1 2.7% less than \$400
 - 2 6.1% 400 - 599
 - 3 9.5% 600 - 799
 - 4 31.3% 800 - 999
 - 5 31.3% 1000 - 1199
 - 6 8.2% 1200 - 1399
 - 7 5.4% 1400 - 1599
 - 8 4.1% 1600 - 1999
 - 9 1.4% 2000 or more
(n=147)

(33 TO 41) Is any of the following factors important in preventing you from getting a job like this?

(PLEASE CHECK IN ONE COLUMN FOR EACH FACTOR)

	1. Very im- portant	2. Im- portant	3. Not im- portant	
33.	<u>45.3%</u>	<u>48.6%</u>	<u>6.1%</u>	(n=179) my English
34.	<u>15.7%</u>	<u>62.0%</u>	<u>22.3%</u>	(n=121) limited social network
35.	<u>23.7%</u>	<u>60.3%</u>	<u>16.0%</u>	(n=131) not enough employment information
36.	<u>25.0%</u>	<u>53.2%</u>	<u>21.8%</u>	(n=124) no transportation
37.	<u>25.0%</u>	<u>56.3%</u>	<u>18.8%</u>	(n=128) not enough skills
38.	<u>21.4%</u>	<u>46.0%</u>	<u>32.5%</u>	(n=126) not enough education
39.	<u>20.0%</u>	<u>43.3%</u>	<u>36.7%</u>	(n=120) social discrimination
40.	<u>11.2%</u>	<u>21.6%</u>	<u>67.2%</u>	(n=116) someone at home needs to be taken care of
41.	<u>15.0%</u>	<u>10.0%</u>	<u>75.0%</u>	(n=20) other(specify) _____

42. How long have you been living in the U.S.?

0 1.0% born in the U.S. (SKIP TO Q.48 IF BORN IN THE U.S.)
 1 4.3% less than half a year
 2 11.5% half to less than one year
 3 17.7% one to less than two years
 4 14.4% two to less three years
 5 21.5% three to less than five years
 6 17.3% five to less than ten years
 7 12.0% ten years or longer but not born in the U.S.
 (n=208)

43. In what field did you work before coming to the U.S.?

1 7.5% agriculture/forestry/fishing/mining
 2 3.4% construction
 3 29.9% manufacturing
 4 1.7% transportation
 5 1.1% communication/other public utilities
 6 4.6% trade(wholesale or retail)
 7 2.9% finance/insurance/real estate
 8 11.0% business/repair service
 9 1.1% personal/entertainment/recreation service(except #13-15
below)
 10 2.9% health service
 11 7.5% education
 12 3.4% public administration
 13 4.6% restaurant
 14 6.3% babysitting
 15 2.3% social service
 16 5.2% student
 20 4.6% difficult to classify(please describe) _____
 (n=174)

44. Where did you originally come from?

- 1 1.0% Cambodia
 - 2 26.3% China mainland, Toisan
 - 3 29.3% China mainland, Kwang-tung Province other than Toisan/Hong Kong
 - 4 7.8% China mainland, other than Kwang-tung Province
 - 5 22.4% Hong Kong
 - 6 1.0% Lao
 - 7 2.4% Taiwan
 - 8 7.3% Vietnam
 - 9 1.0% Burma
 - 10 0.5% Ethiopia
 - 11 1.0% Born in the U.S.A.
- (n=205)

45. What is your formal education background?

- 1 1.0% illiterate
 - 2 1.5% literate(in native language) but did not go to school
 - 3 17.5% one to six years in school
 - 4 35.0% seven to nine years in school
 - 5 35.5% ten to twelve years in school
 - 6 3.5% some college
 - 7 5.5% completed college
 - 8 0.5% beyond college
- (n=200)

46. How good is your English in terms of reading and writing?

- 1 9.2% I read and write well
 - 2 23.0% I read well, and can write simple sentences
 - 3 34.7% I read and write simple sentences
 - 4 16.8% I read simple sentences, but I cannot write
 - 5 16.3% I do not read, I do not write
- (n=196)

47. How good is your English in terms of listening and talking?

- 1 7.6% I listen and talk well
 - 2 6.6% I listen well but I talk with difficulty
 - 3 51.5% I listen and talk with difficulty
 - 4 19.2% I listen with difficulty, I cannot talk at all
 - 5 15.2% I do not listen, I do not talk
- (n=198)

48. In which year were you born? (Age)

1	<u>2.6%</u>	17-20 years
2	<u>16.3%</u>	21-25 years
3	<u>21.6%</u>	26-30 years
4	<u>23.7%</u>	31-35 years
5	<u>13.7%</u>	36-40 years
6	<u>5.8%</u>	41-45 years
7	<u>5.8%</u>	46-50 years
8	<u>3.2%</u>	51-55 years
9	<u>3.7%</u>	56-60 years
10	<u>3.7%</u>	>60 years

(n=190)

49. What is your sex?

1	<u>27.1%</u>	Male
2	<u>72.9%</u>	Female

(n=207)

50. How many people are there in your family who work?

0	<u>4.2%</u>	noone
1	<u>28.6%</u>	one
2	<u>49.7%</u>	two
3	<u>10.1%</u>	three
4	<u>4.7%</u>	four
5	<u>0.5%</u>	five
6	<u>0.5%</u>	six
7	<u>0.5%</u>	seven
8	<u>0.5%</u>	eight
9	<u>0.5%</u>	nine

(n=189)

51. What is your family monthly income last year?

1	<u>4.3%</u>	less than \$400
2	<u>7.3%</u>	400 - 599
3	<u>12.8%</u>	600 - 799
4	<u>12.2%</u>	800 - 999
5	<u>18.3%</u>	1000 - 1199
6	<u>8.5%</u>	1200 - 1399
7	<u>15.9%</u>	1400 - 1599
8	<u>14.6%</u>	1600 - 1999
9	<u>6.1%</u>	2000 or over

(n=164)

52. Is there anyone in your family who wants to work but not working?

- 0 50.8% no
- 1 28.2% yes, one
- 2 7.2% yes, two
- 3 0.6% yes, five
- 4 13.3% yes, not specified how many

(53 TO 61) Why are they not working?

(PLEASE CHECK ONE COLUMN FOR EACH FACTOR)

	1. Very im- portant	2. Im- portant	3. Not im- portant	
53.	<u>45.5%</u>	<u>36.4%</u>	<u>18.2%</u>	(n=66) their English
54.	<u>11.5%</u>	<u>69.2%</u>	<u>19.2%</u>	(n=52) limited social network
55.	<u>26.3%</u>	<u>50.9%</u>	<u>22.8%</u>	(n=57) not enough employment information
56.	<u>18.9%</u>	<u>47.2%</u>	<u>33.9%</u>	(n=53) no transportation
57.	<u>15.1%</u>	<u>47.2%</u>	<u>39.6%</u>	(n=53) not enough skills
58.	<u>9.6%</u>	<u>51.9%</u>	<u>38.5%</u>	(n=52) not enough education
59.	<u>6.3%</u>	<u>27.1%</u>	<u>66.7%</u>	(n=48) social discrimination
60.	<u>21.8%</u>	<u>29.1%</u>	<u>49.1%</u>	(n=55) someone at home needs to be taken care of
61.	<u>14.3%</u>	<u>21.4%</u>	<u>64.3%</u>	(n=14) other (specify) _____

62. Which program have you used in Chinatown?

(PLEASE CHECK AS MANY AS USED)

- 1 20.3% job training alone
 - 2 53.2% English class alone
 - 3 1.9% refugee service alone
 - 4 1.9% new immigrant service alone
 - 5 17.7% job training and English class
 - 6 1.9% English class and new immigrant service
 - 7 0.6% all of these programs
- (n=158)

63. How did you find out about our program/s?

(PLEASE CHECK IMPORTANT ONE/S)

- 1 9.2% from people who went to this program
 - 2 14.5% from relatives
 - 3 25.4% from friends
 - 4 26.6% from agency staff
 - 5 11.6% from other social service agency
 - 6 11.0% from newspaper
 - 0 1.7% other (specify) _____
- (n=173)

(ANSWER IF LOOKING FOR JOB)

64. With the service you are receiving/received, do you feel that you are able to get a job soon?

- 1 32.6% yes (GO TO Q. 66)
 - 2 58.0% I don't know
 - 3 9.4% no
- (n=181)

65. (IF ANSWER TO Q.64 IS NO OR DON'T KNOW) Why?

- 1 43.5% job planned is not what I want
 - 2 18.5% program content/curriculum does not meet my expectation
 - 3 3.3% staff/teacher does not meet my expectation
 - 4 8.7% it takes too long to finish the program/class
 - 5 7.6% I do not know what is needed in the job market
 - 6 3.3% there is too much unknown factors
 - 7 5.4% the problem is mine
 - 8 2.2% the program/class is too demanding
 - 9 1.2% 2 + 3
 - 0 6.5% others (specify) _____
- (n=92)

66. Does your family need child care service?

(IF NO NEED, END OF QUESTIONNAIRE, THANK YOU, PLEASE SEND IT BACK PROMPTLY.)

(IF YOU DO) How many children need to be taken care of?

- 0 76.8% no
 - 1 10.9% yes, one
 - 2 10.4% yes, two
 - 3 1.9% yes, three
- (n=211)

67. How old is/are the child/children?

- 1. under 3 month 5.1%
 - 2. 3-5 month 1.3%
 - 3. 6-11 month 15.2%
 - 4. 1-2 year 19.0%
 - 5. 2-3 year 19.0%
 - 6. 4-6 year 17.7%
 - 7. 7-12 year 15.2%
 - 8. over 12 year 7.6%
- (n=79)

68. Which day/s do you need child care?

1. 16.3% in emergency only, normally I do not need outside help
 2. 14.0% no regular schedule
 3. 46.5% weekdays only
 4. 2.3% weekends only
 5. 20.9% weekdays and weekends
- (n=43)

69. What time you need for child care?

1. 75.0% whole day
 2. 2.8% morning only
 3. 22.2% afternoon only
- (n=36)

70. How much do you want to pay for the care of all of your children so that you and your family can go to work?

1. 18.4% <\$100 a month
 2. 12.2% \$100 to \$199 a month
 3. 20.4% >200 a month
 4. 49.0% not specified
- (n=49)

END

Appendix B

FREQUENCY DISTRIBUTION OF JOBS ADVERTISED THROUGH COMMUNITY NEWSPAPERS

Table B1: Employer Ethnicity

Asian	88.4%
Non-Asian	10.5%
cannot be identified	1.1%
	(n=994)

Table B2: Field Of Employment

restaurant	31.9%
manufacturing	15.6%
service industries	40.4%
(health	6.8%
education	8.5%
business/repair	7.4%
F.I.R.E.	6.6%
personal/enter-	
tainment/recrea.	9.4%
social service	1.7%)
public administration	0.4%
transportation	1.9%
construction	2.4%
communication/public util.	7.2%
agricultural	0.1%
	(n=745)

Table B3: Ability To Listen & Speak English

speak and listen well	37.4%
listen well only	0.9%
listen to simple English	1.2%
not required	3.0%
not specified	57.4%
	(n=994)

Table B4: Ability To Read & Write English

read and write well	16.5%
read well, write simple	0.8%
read & write simple Eng.	0.4%
read simple English only	0.3%
not required	3.2%
not specified	78.8%
	(n=994)

Table B5: Type Of Skill Required

bi-lingual	13.0%
clerical/secretarial	5.5%
restaurant, non-kitchen	14.4%
restaurant, kitchen	4.8%
driving	2.0%
not required	11.4%
not specified	48.9%
	(n=994)

Table B6: Education Requirement

above college	3.1%
college grad.	5.2%
some college	0.4%
high school grad.	2.3%
some high school	0.1%
elementary school	0.4%
not specified	88.4%
	(n=994)

Table B7: Years Of Experience Required

6 years or more	1.5%
4 - 5 years	1.0%
2 - 3 years	5.1%
1 year	1.9%
not required	4.4%
not specified	86.0%
	(n=994)

Table B8: Level Of Skills Required

professional	10.2%
skilled	5.6%
semi-skilled	11.8%
entry-level	6.7%
not specified	65.7%
	(n=994)

Table B9: Full-time Or Part-time Offered

full-time	18.4%
part-time	6.5%
not specified	75.1%
	(n=994)

Table B10: Location Of Job

Chinatown	4.3%
City of Boston	17.2%
outside of Boston	6.2%
not specified	72.2%
	(n=994)

Table B11: Monthly Salary/Wage Offered

\$1,400 or above	5.9%
\$1,000 - \$1,399	1.3%
below \$1,000	0.8%
not specified	92.0%
	(n=994)

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